

**RESOLUTION 252 of 2021**

**RESOLUTION OF THE COMMON COUNCIL OF THE CITY OF KINGSTON,  
NEW YORK, APPROVING THE MOA BETWEEN THE CITY OF KINGSTON  
AND THE CSEA, LOCAL 1000 ASFCME, AFL-CIO, KINGSTON CITY UNIT  
8951, ULSTER COUNTY LOCAL 856 COVERING A ONE YEAR PERIOD  
JANUARY 1, 2021 TO DECEMBER 31, 2021**

Sponsored By: Finance/Audit Committee: Alderman: Scott-  
Childress, Tallerman, Davis, Hirsch, Schabot

**WHEREAS**, the Common Council of the City of Kingston has received a Memorandum of Agreement for a one (1) year contract covering the period January 1, 2021 to December 31, 2021, between the CSEA, Local 1000, ASFCME, AFL-CIO, Kingston City Unit 8951, Ulster County Local 856, and the City of Kingston; and

**WHEREAS**, the Finance and Audit Committee has received, reviewed and approved this request.

**NOW THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL  
OF THE CITY OF KINGSTON, NEW YORK AS FOLLOWS:**

**SECTION 1.** That the Common Council of the City of Kingston, New York, approves the attached Memorandum of Agreement between the City of Kingston and the CSEA, Local 1000 ASFCME, AFL-CIO, Kingston City United 8951, Ulster County Local 856, covering the one (1) year period January 1, 2021 to December 31, 2021.

**SECTION 2.** That the Common Council of the City of Kingston, New York, authorizes the Mayor to execute any and all contracts related to the MOA and incorporating such changes into the City's Collective Bargaining Agreement with the CSEA, Local 1000.

**SECTION 3.** This resolution shall take effect immediately.

Submitted to the Mayor this \_\_\_\_ day of \_\_\_\_\_, 2021

Approved by the Mayor this \_\_\_\_ day of \_\_\_\_\_, 2021

\_\_\_\_\_  
Elisa Tinti, City Clerk

\_\_\_\_\_  
Steven T. Noble, Mayor

Adopted by Council on \_\_\_\_\_, 2021

1THE CITY OF KINGSTON COMMON COUNCIL

FINANCE AND AUDIT  
COMMITTEE REPORT

REQUEST DESCRIPTION

INTERNAL TRANSFER \_\_\_\_\_  
AUTHORIZATION X \_\_\_\_\_  
CLAIMS \_\_\_\_\_

CONTINGENCY TRANSFER \_\_\_\_\_  
BUDGET MODIFICATION \_\_\_\_\_  
ZONING \_\_\_\_\_

TRANSFER \_\_\_\_\_  
BONDING REQUEST \_\_\_\_\_  
OTHER \_\_\_\_\_


DEPARTMENT: Mayor

DATE: 12/3/2021

Description:

Request to Approve the Attached CSEA MOA that amends the 2017-2020 CSEA contract to provide new salary schedule and related provisions

Estimated Financial Impact:

Signature 

Motion by MH

Seconded by TD

Action Required:

SEQRA Decision:

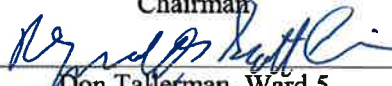
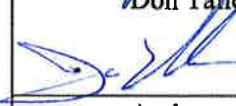
Type I Action \_\_\_\_\_  
Type II Action \_\_\_\_\_  
Unlisted Action \_\_\_\_\_

Negative Declaration of Environmental Significance: \_\_\_\_\_

Conditioned Negative Declaration: \_\_\_\_\_

Seek Lead Agency Status: \_\_\_\_\_

Positive Declaration of Environmental Significance: \_\_\_\_\_

<u>Committee Vote</u>	<u>YES</u>	<u>NO</u>
Reynolds Scott Childress, Ward 3, Chairman 	✓	
Don Tallerman, Ward 5 	✓	
Anthony Davis, Ward 6	✓	
Michele Hirsch, Ward 9	✓	
Steven Schabot, Ward 8	✓	

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FIA

**Tinti, Elisa**

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**From:** Noble, Steve  
**Sent:** Friday, December 03, 2021 10:09 AM  
**To:** Alderman  
**Cc:** Tinti, Elisa; Tuey, John  
**Subject:** Council Communication regarding CSEA  
**Attachments:** December 2021- CSEA MOA Communication.pdf

Dear Council Members,

Please see the attached communication related to the retention and recruitment program I created as part of the Mayor's recommended budget. I hope this will help with any concerns related to the process and I encourage you to please keep the CSEA raises in as I proposed.

-Steve

Steven T. Noble  
Mayor, City of Kingston  
420 Broadway  
Kingston, NY 12401  
845-334-3902  
[www.kingston-ny.gov](http://www.kingston-ny.gov)

# CITY OF KINGSTON

## Office of the Mayor

mayor@kingston-ny.gov

Steven T. Noble  
Mayor



3 December 2021

Honorable Andrea Shaut  
President/Alderman-at-Large  
Kingston Common Council  
420 Broadway  
Kingston, NY 12401

RE: CSEA Memorandum of Agreement

Dear President Shaut,

Please see the attached CSEA MOA that was signed yesterday related to the retention and recruitment plan that I included as part of my 2022 proposal. At this point, what seems clear to me is that some members of the Common Council support the concept of my recruitment and retention policy which will greatly benefit our lowest paid workers but they would have liked to see a written MOA prior to approving funds in the budget. While that message was never shared with me or leadership of CSEA directly, we believe this MOA should now address those concerns. I believe it is not extremely prudent to keep my funding plan as was proposed in the Mayor's recommended 2022 budget.

I ask that this MOA be placed on the Agenda of the December Finance Meeting.

Respectfully,

Steven T. Noble  
Mayor

STN:rjv

**MEMORANDUM OF AGREEMENT**

**By and Between**

**The City of Kingston**

**and**

**Civil Service Employees Association, Inc., Local 1000 AFSCME, AFL-CIO,**

**Kingston City Unit 8951**

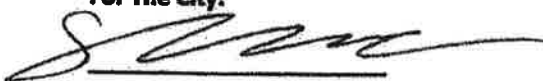
**Ulster County Local #856**

The January 1, 2017 through December 31, 2020 Collective Bargaining Agreement by and between the parties is hereby modified as follows. All other provisions remain unchanged except modification of dates where applicable. Subject to ratification by both parties.

1. Term of Agreement. January 1, 2021 through December 31, 2021.
2. Wages: Salary Schedule, as per attached Appendix A, shall take effect 11:59 PM on December 31, 2021. There shall be no retroactive salary payments for any work performed in 2021, or made for work performed in 2021, as a result of future negotiations as it relates to any additional proposed salary increases for 2021, which will occur when the parties continue negotiations for future contract years. The intent is to allow proposals and negotiations of additional salary increases for 2021, but there shall be no retroactive payments for any 2021 wages negotiated and/or applied in the future.
3. Effective January 1, 2022, the job title of Laborer shall require a minimum of a Class D-NYS Driver's License. However, a Laborer employed by the City on or before January 1, 2022, shall not be disqualified or removed from their Laborer position as a result of license suspension or loss. The parties will negotiate drug testing for licensed Laborers during negotiations for future contract years.

So agreed this 2 day of December 2021 and subject to ratification by the parties.

**For The City:**



**Steve Noble, Mayor**

**For CSEA:**



**Howard Baul, LRS**



**Dan Quesnell, Unit President**

**APPENDIX A**

**EFFECTIVE DECEMBER 31, 2021**

**GRADE 1      ANNUAL SALARY \$45,000**

Cleaner  
Clerk  
Clerk (Spanish Speaking)  
Coin Collection Clerk  
Dog Warden  
Janitor  
Maintenance Helper  
Receptionist

**GRADE 2      ANNUAL SALARY \$47,500**

Administrative Aide  
Assessor Aide  
Bus Operator  
Deputy Registrar  
Dockmaster  
Historic Preservation Admin.  
Laborer  
Maintenance Laborer  
Mechanic's Helper  
Ordinance Inspection Officer  
Parking Enforcement Officer  
Parking Support Officer  
Senior Clerk  
Stenographer  
WWTP Mechanic II  
WWTP Operator Trainee  
Youth Advocate

**GRADE 3      ANNUAL SALARY \$50,000**

Account Clerk  
Assessment Data Collector  
Benefits Account Clerk  
Motor Equipment Operator  
Motor Equip. Service Ass't  
Recreation Assistant  
Zoo Caretaker

**GRADE 4      ANNUAL SALARY \$52,500**

Administrative Assistant  
Computer Coordinator  
Computer Operator  
Dispatcher  
Engineering Aide  
Environmental Educator  
Environmental Specialist I  
Heavy Motor Equipment Operator  
Housing Code Inspector  
Jr. Planning Aide  
Maintenance Assistant  
Payroll Clerk  
Purchasing Assistant  
Recreation Leader  
Safety Coordinator  
Senior Account Clerk  
Sewer Maintenance Assistant  
Sign Painter  
Weighmaster

**GRADE 5      ANNUAL SALARY \$55,000**

Assistant City Planner  
Assistant WWTP Operator (2A cert)  
Building Inspector  
Capital Projects Assistant

Data Collector  
Deputy Assessor  
Deputy Clerk  
Environment Program Operation Specialist  
Foreman  
Labor Foreman  
Maintenance Foreman  
Maintenance Mechanic-Welder  
Motor Equipment Mechanic  
Park Maintenance Supervisor  
Parking Supervisor  
Plumbing Inspector  
Principal Account Clerk  
Project Manager  
Property Manager  
Recreation Director  
Road Sewer Construction Foreman  
Safety Officer  
Senior Engineering Aide  
Sewer Foreman  
Street Foreman  
Tree Maintenance Tech  
Transfer Station Operator  
Transit Supervisor  
Working Supervisor  
WWTP Lab Technician  
WWTP Maintenance Mechanic III  
Zoning Officer

**GRADE 6     ANNUAL SALARY \$60,000**

Carpenter  
Engineering Technician  
Finance & Operations Administrator  
Garage Foreman  
Grants Manager  
Fire Inspector  
Housing Rehab Specialist I  
Jr. Accountant

Motor Equipment Operator – Extra Heavy  
Network Support Technician  
Skilled Mechanic  
Traffic Electrician  
WWTP Operator

**GRADE 7      ANNUAL SALARY \$65,000**

Administrative Account Clerk  
Asst. Director of Building Safety and Zoning Enforcement  
Garage Shop Superintendent  
Principal Account Clerk (*Comptroller's Office Only 1 position*)  
WWTP Senior Operator